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1912/13

WAGE SCALE AND WORKING RULES

Agreed upon by the

**Manufacturers Operating
the United or English
and O'Neil Machines**

And the

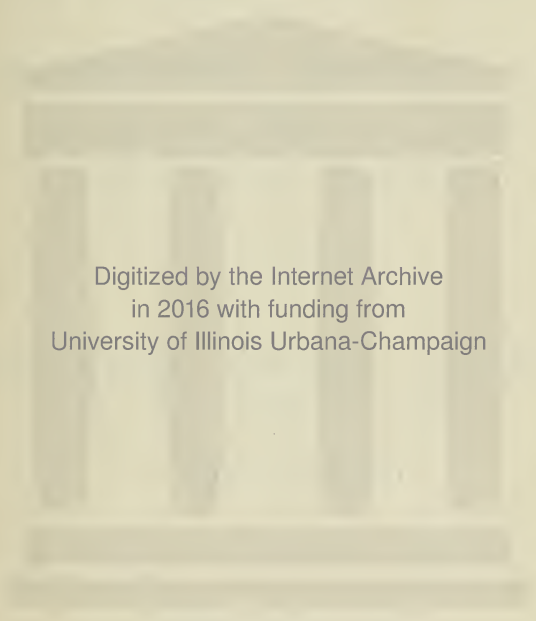
**Glass Bottle Blowers'
Association**

Of the United States and Canada

BLAST 1912 and 1913

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WAGE SCALE AND WORKING RULES

AGREED UPON BY THE

Manufacturers Operating the
United and Narrow Mouth
and O'Neil Machines

AND THE

Glass Bottle Blowers' Association
of the United States
and Canada

Blast 1912-1913



1912.

C. S. MAGRATH, PRINTER,
CAMDEN, N. J.

PRICES

GOVERNING THE

UNITED AND NARROW MOUTH AND O'NEILL MACHINES

						Per Gross
	5 oz. and not exceeding				6 oz. wt..	56c
Over	6 oz.	"	"	"	8 oz.	" .. 58c
"	8 oz.	"	"	"	10 oz.	" .. 60c
"	10 oz.	"	"	"	12 oz.	" .. 62c
"	12 oz.	"	"	"	13 oz.	" .. 65c
"	13 oz.	"	"	"	16 oz.	" .. 69c
"	16 oz.	"	"	"	20 oz.	" .. 75c
"	20 oz.	"	"	"	26 oz.	" .. 84c
"	26 oz.	"	"	"	31 oz.	" .. 96c
"	31 oz.	"	"	"	36 oz.	" .. \$1.10
Ammonia Oval, 12 oz. cap., 12 oz. wt.....						72c
Olive Oil, 5 oz. cap., 7 oz. wt.....						62c

These prices to apply to Round and Ovals only.

All ware made for the Hutchinson, stopper finish, to pay 15 cents per gross extra.

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RULES AND REGULATIONS

Governing the Operation

OF THE

United and O'Neill Machines

For the Blast of 1912—1913

1912 14 MAY 13
1912/13

SECTION 1. That we work six days per week on day turn, and five nights per week on night turn, making an average of five and one-half days per week.

SEC. 2. Nine hours shall constitute a day's work, except on Saturday, when eight hours shall constitute a day's work. The starting and quitting time shall be left optional to the different branches. Shops shall be considered started when filling up moulds.

SEC. 3. That there shall be no Saturday night work.

SEC. 4. If for any reason a shop must work single, the manager shall instruct them to either work day work from the time they start single or lay off until the next regular time for starting work; said next regular time for starting work to be the next half day. Men must come back for second turn.

SEC. 5. "Day work" signifies that each of three (3) operators shall receive at the rate of \$4.00 per day.

SEC. 6. Operators are to report bad glass,

260301

faulty machines, moulds and tools to the factory foreman as soon as discovered.

SEC. 7. When new ware or new machines are brought into a factory and they have been worked long enough to be in good working order, it shall be the duty of the manager and price list committee to arrange wages and put the machine on piece work.

SEC. 8. All wares not specified in the list shall be rated at the same price and subject to the same rules in regard to shape and weights as those specified in the list which they most resemble.

SEC. 9. All members of this Association who have had no previous experience operating the United Machine shall be paid at the rate of four dollars (4.00) per day for a period of one week. Where two (2) skilled operators are required to work with a new or inexperienced man, one (1) week's day work shall be paid the shop. Where two (2) new or inexperienced men are placed upon a machine, the one (1) week's day work rule shall apply.

SEC. 10. When a machine is not in perfect working order the operator is to report the same promptly to the factory manager, and if the machine is not put in proper working order within sixty minutes after such notification, the factory manager shall notify the shop to work the machine day work from the expiration of the hour or lay-off until the next regular time for starting work, said regular time for starting

work to be the next half-day; that in no case shall more than one hour be taken in nine hours. Men must come back for second turn.

All necessary facilities shall be furnished by the firm within sixty minutes after notification. Failing to do this at the expiration of the said sixty minutes, the manager shall instruct the shop to work day work, or lay-off until the next regular time for starting work, said regular time for starting work to be the next half day.

SEC. 11. All members shall be compelled to receive their earnings in full in cash every two weeks, and not more than one week's earnings shall remain unpaid when this payment is made.

SEC. 12. That we allow one apprentice to every fifteen journeymen employed and three fifths ($\frac{3}{5}$) of fifteen journeymen employed by one firm. This rule shall not be construed as to debar any firm from taking one apprentice, who shall have nine journeymen at work.

SEC. 13. No one shall be considered an apprentice unless he be given a place to gather.

SEC. 14. Apprentices shall be required to work three years as apprentices to the firm at 15 per cent. less than journeymen's wages, said 15 per cent. to be the property of the firm.

SEC. 15. An apprentice having served three consecutive years as an apprentice to the firm must then become a member of the Association. He is then considered or recognized as a journeyman.

SEC. 16. Any member holding a regular place, desiring to quit work, must give notice to the manufacturer, and shall work five (5) consecutive days afterward in his regular place. Manufacturers desiring to discharge members must give them the same notice with the same rights. The member or firm giving or receiving such notice shall immediately notify the Factory Committee of the same, and under no consideration shall a card be granted, or a settlement made during the season unless this has been fully complied with. This rule shall not be construed as to prevent the manufacturer from discharging a member on sight for drunkenness or the violation of this rule.

SEC. 17. Operators are allowed the privilege of changing off, after working long enough to make themselves familiar with the job they are working on, but one man shall always be designated as the gatherer, and the other two as operators. All apprentices shall be recognized as gatherers the first six months of their apprenticeship, but operators are to have the same privilege of changing off with apprentices as they have with journeymen gatherers.

SEC. 18. The ware is to be sorted by competent packers employed by the manufacturer, and the workmen are to receive pay for all the good ware selected.

SEC. 19. Any shop having their ware condemned, it must be set aside for inspection, and

must be examined by the men on the same day, after which it must be broken down or accounted for.

SEC. 20. The following named holidays shall be observed in the United States: Labor Day and night, Thanksgiving Day and night, Christmas Eve, day and night, or when it falls on Sunday, the day and night set apart to be observed; Decoration Day and night; Fourth of July eve, day and night. In Canada: Victoria Day and night.

SEC. 21. Membbebrs shall not wait longer than one and one-half hours on bad glass. It shall be understood that the time of one and one-half hours means that the members during that time shall use every reasonable effort to get glass in proper condition; but where the manager or firm requests them to work said glass previous to the expiration of said time by paying them for ware properly made from said glass, they shall be permitted to do so.

SEC. 22. When a machine is operated on two kinds of bottles, and the weights or prices are different, the workmen shall receive pay for both at the rate of the highest priced bottle.

SEC. 23. No machines shall be operated during the two weeks beginning August 1, 1913.

SEC. 24. The right of the manufacturer to hire and discharge employes is acknowledged, and it is understood that when workmen are to be hired, they shall be members of the Glass Bottle Blowers' Association.

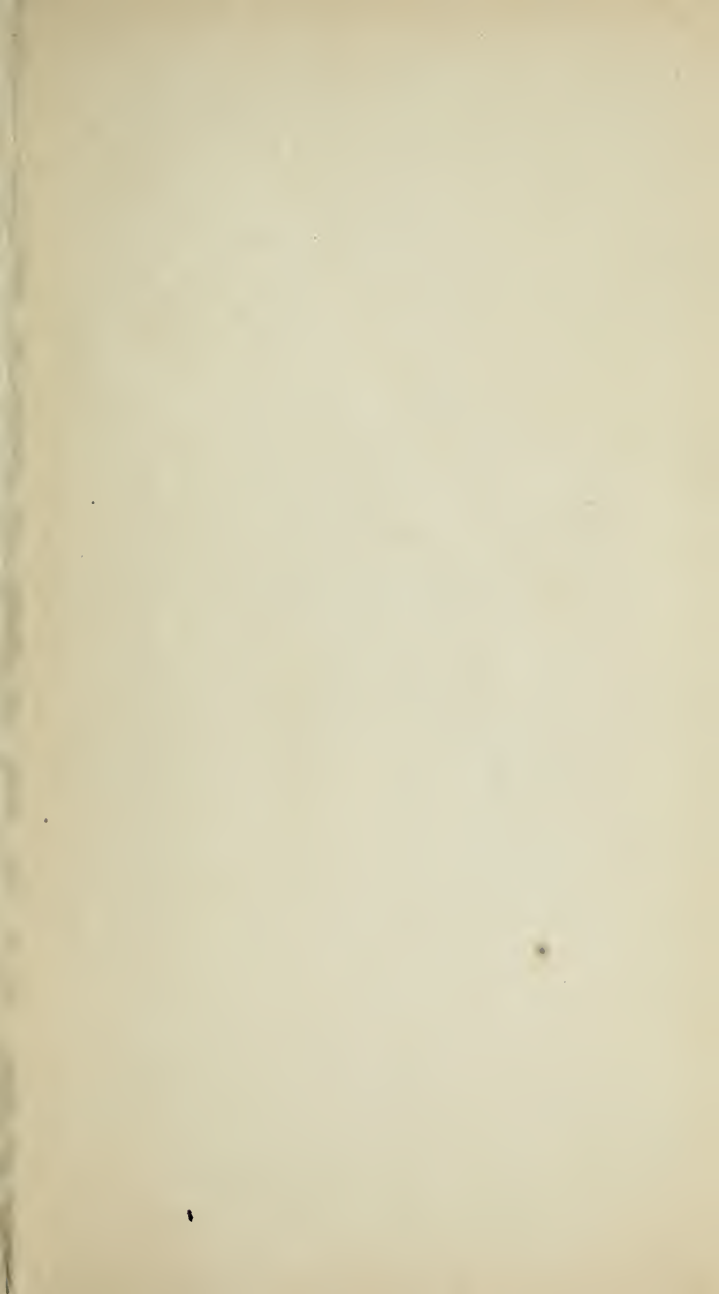
Those representing the Manufacturers:

GEORGE W. YOST, Bellaire, Ohio, *Chairman*.
JOHN F. PERRY, Bridgeton, N. J.
G. A. H. SHIDELER, Marion, Ind.
M. W. JACK, Streator, Ill.
C. J. ROOT, Terre Haute, Ind.
J. L. CLYDE, Olean, N. Y.
C. O. STEWART, Zanesville, O.
A. B. GUNDLING, Wheeling, W. Va.
J. J. MEYERS, Glenshaw, Penna.
WILLIAM FRANZEN, Milwaukee, Wis.
JOHN BRANIN, Baltimore, Md.
WILLIAM RICHARDS, Alton, Ill.
L. L. TURNER, Terre Haute, Ind., *Secretary*.

Those representing the Workmen:

D. A. HAYES, *President*.
JOHN A. VOLL, *Vice-President*.
HARRY JENKINS, *Executive Officer*.
P. E. WHELAN, *Executive Officer*.
JAMES MALONEY, *Executive Officer*.
E. E. THARP, *Executive Officer*.
J. E. DAILY, *Executive Officer*.
F. M. EDWARDS, *Executive Officer*.
ELMER E. EVANS, *Executive Officer*.
ARTHUR MUHLEMAN, *Executive Officer*,
WILLIAM C. CONNOLLY, SR., Muncie, Ind.
PAUL JOHNSON, Alton, Ill.
LEROY CAREY, Terre Haute, Ind.
ANTHONY TIGHE, Wallaceburg, Ont.
IRVIN HARRIS, Zanesville, O.
WINFIELD S. ROBINSON, Millville, N. J., *Secretary*.





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